



CIN-U35990TN2021GOI145504

ENGAGEMENT OF PERSONNEL UNDER FIXED TERM CONTRACT

(Advt. No.HVF/FTC/RECT/2025/07)

Armoured Vehicles Nigam Limited (AVNL) is a new Defence PSU with its headquarters at Avadi (Chennai). It has five (05) constituent production units and has around 10,000 employees. AVNL produces battle tanks i.e., T-72, T-90, MBT Arjun and Infantry Combat Vehicles, Support Vehicles (MPV, AERV etc.) and defence mobility solutions (Stallion, LPTA etc.) for the Armed Forces and Homeland Security Agencies. It is the current market leader in this segment. It is a new Government Company with bright Future. The Company offers great work environment and challenging opportunities for the professionals to prove their mettle.

AVNL invites offline Applications from Indian Citizens fulfilling the eligibility requirements, for filling up of the following Fixed Term Based post on CONTRACT BASIS to work in Heavy Vehicles Factory, Avadi, Chennai-54, a unit of AVNL.

1. DEPUTY GENERAL MANAGER [ERP PROJECT MANAGER] (Contract)

S.No.	Particulars	Details
1	No. of Positions	01 [UR]
2	Age	Maximum Age - 50 Years.
3	Qualifications & Experience	➤ First Class Bachelor's/Master's degree in IT, Computer Science, or related field. ➤ PMP certification preferred. ➤ Knowledge of ERP products (SAP, Oracle, Microsoft Dynamics, etc) is required. Experience: Minimum 09 years
4	Job Specification	For carrying out activities in ERP division of HVF.
5	Roles and Responsibilities	The incumbent is responsible for carrying out various activities in ERP division of HVF as mentioned below: i) To represent the ERP implementation and rollout projects. ii) The role involves working closely with ERP vendors, consultants, internal business teams, and IT infrastructure teams to ensure smooth deployment, integration, and adoption of ERP solutions across the enterprise. iii) Act as single point of contact between client organization and ERP vendor/implementation partner. iv) Drive end-to-end project management (planning, budgeting, monitoring, reporting, risk management). v) Gather and validate business requirements from internal stakeholders. vi) Review vendor project plans, deliverables, and ensure compliance with client expectations. vii) Coordinate with IT infra teams (network, security, servers, DB, cloud) for ERP environment readiness. viii) Oversee data migration, integration, and testing activities. ix) Ensure change management, user training, and adoption across business units.

		x) Track and report project KPIs, budget, and timeline to client leadership team. xi) Manage post-go-live support, stabilization, and vendor SLA compliance. xii) Excellent communication, negotiation, and stakeholder management skills. xiii) Proven ability to handle vendor management and governance. xiv) Strong understanding of IT infra (Networking, Servers, Cyber Security)
6	Tenure	02 years (extendable)
7	Total Consolidated Remuneration per month (All Inclusive)	Rs. 80,000 +IDA/- No increment shall be granted during the term of the contract

2. MANAGER [INFRA MANAGER] (Contract)

S.No.	Particulars	Details
1	No. of Positions	01 [UR]
2	Age	Maximum Age - 45 Years.
3	Qualifications & Experience	➤ First Class Bachelor's/Master's degree in Computer Science, IT, or related field. ➤ Certifications: CCNA/CCNP or equivalent (preferred). ➤ Experience in configuring enterprise-grade switches, firewalls (Fortinet, Cisco, etc.). ➤ Working knowledge of ERP network requirements and protocols. Experience: Minimum 04 years.
4	Job Specification	For carrying out activities in ERP division of HVF.
5	Roles and Responsibilities	The incumbent is responsible for carrying out various activities in ERP division of HVF as mentioned below: i) The IT Infra Manager is responsible for managing, monitoring, and securing the IT infrastructure, ensuring smooth network operations, data security, and compliance. ii) The role involves working with vendors, leading internal IT teams, and supporting business operations by ensuring high availability of systems and networks. iii) Manage and maintain enterprise IT infrastructure (servers, storage, LAN/WAN, firewalls, routers, switches, wireless). iv) Lead the IT infrastructure team to ensure 24/7 availability and performance. v) Monitor and troubleshoot network connectivity, performance, and security issues. vi) Oversee IT security measures, including firewalls, VPNs, IDS/IPS, endpoint security, and data backup/recovery. vii) Vendor and stakeholder management for IT services, AMC, and procurement. viii) Plan and implement IT infrastructure upgrades, migrations, and capacity planning. ix) Ensure compliance with IT policies, data protection, and regulatory requirements. x) Coordinate disaster recovery and business continuity plans. xi) Provide technical guidance to IT support teams and escalate issues when required.

		xii) Report IT operations, uptime, and risk management to senior management. xiii) Strong problem-solving and decision-making ability.
6	Tenure	02 years (extendable)
7	Total Consolidated Remuneration per month (All Inclusive)	Rs. 60,000 +IDA/- No increment shall be granted during the term of the contract

3. MANAGER [SYSTEM ADMINISTRATOR] (Contract)

S.No.	Particulars	Details
1	No. of Positions	01 [UR]
2	Age	Maximum Age - 45 Years.
3	Qualifications & Experience	➤ First Class Bachelor's degree in Computer Science (B.E/B.Tech), IT, or related field. ➤ Certification in Microsoft/Linux/VMware systems (preferred). ➤ Strong knowledge of virtualization (VMware/Hyper-V). ➤ Hands-on experience with ERP-related environments (SAP, Oracle ERP etc.). ➤ Understanding of cyber security principles and access controls. Experience: Minimum 04 years.
4	Job Specification	For carrying out activities in ERP division of HVF.
5	Roles and Responsibilities	The incumbent is responsible for carrying out various activities in ERP division of HVF as mentioned below: i) Manage and maintain ERP server operating systems (Windows/Linux/Unix). ii) Configure, monitor, and troubleshoot system hardware and software. iii) Ensure optimal performance, availability, and security of ERP infrastructure. iv) Apply OS patches, upgrade, and maintain security compliance. v) Collaborate with DBAs, network, and application teams for ERP deployment and support. vi) Develop and maintain scripts for system automation and health checks. vii) Perform system backups, disaster recovery testing, and restore procedures. viii) Maintain documentation of system configurations and standard operating procedures.
6	Tenure	02 years (extendable)
7	Total Consolidated Remuneration per month (All Inclusive)	Rs. 60,000 +IDA/- No increment shall be granted during the term of the contract

4. MANAGER [DATABASE ADMINISTRATOR] (Contract)

S.No.	Particulars	Details
1	No. of Positions	01 [UR]
2	Age	Maximum Age - 45 Years.
3	Qualifications & Experience	➤ First Class Bachelor's degree in Computer Science (B.E/B.Tech), IT, or related field. ➤ Certified in Oracle DBA/SQL Server/PostgreSQL (preferred). ➤ Strong experience with ERP database architecture. ➤ Hands-on experience in database clustering, replication, and high-availability solutions. Experience: Minimum 04 years.
4	Job Specification	For carrying out activities in ERP division of HVF.
5	Roles and Responsibilities	The incumbent is responsible for carrying out various activities in ERP division of HVF as mentioned below: i) Install, configure, and maintain ERP database systems (Oracle, SQL Server, Postgre SQL, etc.). ii) Ensure high availability, performance tuning, and optimization of databases. iii) Backup and recovery of ERP databases; implement disaster recovery plans. iv) Create and manage users, roles, and access control mechanisms. v) Monitor database performance metrics and automate routine maintenance tasks. vi) Work closely with application and infrastructure teams to support ERP integration. vii) Ensure compliance with data protection and retention policies.
6	Tenure	02 years (extendable)
7	Total Consolidated Remuneration per month (All Inclusive)	Rs. 60,000 +IDA/- No increment shall be granted during the term of the contract

5. MANAGER [DATA CENTER & DISASTER RECOVERY (DC&DR) ADMINISTRATOR] (Contract)

S.No.	Particulars	Details
1	No. of Positions	01 [UR]
2	Age	Maximum Age - 45 Years.
3	Qualifications & Experience	➤ First Class Bachelor's degree in Computer Science (B.E/B.Tech), IT, or related field. ➤ Experience in Managing Tier 2/3 data centers. ➤ Familiarity with DCIM tools, DRaaS, and cloud recovery solutions. ➤ Knowledge of ERP systems DR architecture and policies. Experience: Minimum 04 years.
4	Job Specification	For carrying out activities in ERP division of HVF.

5	Roles and Responsibilities	The incumbent is responsible for carrying out various activities in ERP division of HVF as mentioned below: i) Oversee day-to-day operations of the data center hosting ERP systems. ii) Design, implement, and maintain disaster recovery plans for ERP infrastructure. iii) Ensure redundancy and failover configurations for business continuity. iv) Conduct periodic DR drills and ensure alignment with SLAs and RTO/RPO targets. v) Coordinate power, cooling, and physical security of DC facilities. vi) Manage data center assets, inventory, and capacity planning. vii) Monitor environmental factors (temperature, humidity, etc.) and system logs.
6	Tenure	02 years (extendable)
7	Total Consolidated Remuneration per month (All Inclusive)	Rs. 60,000 +IDA/- No increment shall be granted during the term of the contract

Note :-

- i) Degree would mean Regular/ Full Time Degree acquired from recognized Universities / Institutions under the 10+2+3 (or) 10+2+4 (or) 10+2+5 system.
- ii) All the qualifications already possessed and Qualifications/Courses which are being pursued / currently undergoing are to be indicated in the Application while submitting the same for notified posts in AVNL.

How to apply

1. Interested candidates may download the application from the website (www.ddpdoo.gov.in / www.avnl.co.in) as attached at **Annexure A** to this advertisement. Hard Copy of duly filled in application shall be submitted along with **self-attested copies** of evidence of proof of age, qualification and experience, last drawn pay including level/grade or CTC as applicable etc. The application, complete in all respect together with the required fee should be sent through **ORDINARY POST** to the **Chief General Manager, Heavy Vehicles Factory, Avadi, Chennai – 600 054** super-scribing the envelope with the **Name of the Post applied for and Post Bag No. 01**. Last date for receipt of application at HVF is **22/11/2025**.

2. **Application Fee:** - Payment of Processing Fee of Rs.300/- (Rupees Three Hundred only) to be paid **through SBI Collect => PSU-(Public Sector Undertaking) => Armoured Vehicles Nigam Limited (Tamil Nadu) => payment Category => HVF – Recruitment Fees**. (Don't use special characters in the payment page). **Payment shall NOT be accepted through any other payment modes like Cheque/Demand Draft etc.,** SC/ST/PwBD/Ex-SM/Female candidates are exempted from payment of application fees. The candidates shall attach a copy of receipt of payment made with the application form.

3. Applications that are incomplete, not in prescribed format, not legible, without the required certificates and without requisite fee, shall be summarily rejected without assigning any reasons and no correspondence in this regard shall be entertained.

4. Non-attachment of required documents as per application format will be treated as incomplete application and will be rejected forthwith. It is mandatory to fill all the relevant information such as qualification details, experience details, percentage of marks etc. In case of any variation in Name/Surname/Spelling mentioned in the Application cum Bio data and in Educational/Professional Qualification certificates, application will be liable to be cancelled. HVF management will not take any responsibility for any delay in receipt or loss in postal transit for any application or communication.

5. Applicants are requested to enter his/her **active email address** and **mobile phone number** which should be valid and operational, as all important communications will be sent to this email or mobile number. The engagement of above professional on contract basis will be subject to the terms and conditions attached as Annexure - B. All the candidates are required to go through the terms and conditions thoroughly before filling their applications.

Chennai

Date: 02/11/2025

Sd/-
GENERAL MANAGER/HR

APPLICATION FOR ENGAGEMENT OF PROFESSIONALS UNDER FIXED TERM CONTRACT**[To be forwarded by Ordinary Post]**

Advt. No. and Date.....

APPLICATION FOR THE POST OF

Place for recent
passport size photo
of the applicant
(self-attested in
front) to be firmly
pasted (not to be
stapled)

To
The Chief General Manager,
Heavy Vehicles Factory,
(A Unit of Armoured Vehicles Nigam Limited)
Post Bag No. **01**,
HVF Estate, Avadi, Chennai – 600 054

(TO BE FILLED UP IN BLOCK LETTERS ONLY)

01.	Post Applied for	
02.	Name in Block letters (as mentioned in 10 th Std./SSLC certificate)	
03.	Father's / Husband's Name	
04.	Date of Birth (dd/mm/yyyy)	
05.	Age (as on last date of receipt of application)	
06.	Nationality	
07.	Category [UR/SC/ST/OBC-NCL/EWS] Enclose relevant certificate (except for UR)	
08.	Whether Ex-Serviceman or Not, if yes Enclose Discharge certificate	Yes / No
09.	Whether Person with Disability or Not, if yes Enclose Disability certificate	Yes / No
10.	Complete Postal Address with pin code for communication	
11.	Aadhaar Number	
12.	Mobile / Phone number	(1) (2)
13.	E-mail ID (in block letters)	
14.	Two Prominent and visible identification Marks	(1) (2)
15.	Whether application fees paid (SC/ST/PwBD/ Ex-SM/Female candidates are exempted from payment of Fees)	Yes / No
16.	SBI Collect Payment Ref.No. (DD/Cheque etc., NOT Permitted)	

17. Details of educational and other qualifications starting from X Standard/SSLC:

Examination passed	Name of School/ College	Name of Recognized University/ Board of Examination	Discipline /Branch	Marks obtained/ Total Marks	Percentage of Marks (%)*
SSLC/10 th STD					
HSC/12 th STD					
UG DEGREE					
PG DEGREE					
Other Qualifications (if any).					

* Wherever Marks are awarded as CGPA, CGPA equivalent to Percentage as per the Educational Institution should invariably be attached, without which, the application shall NOT be considered.

18. Details of present employment/previous experience, if any:

Company Details	Designation	Period From	Period To	Nature of Duties	Last drawn pay including level/grade or CTC as applicable etc.,

19. Check List of Enclosures:

S. No.	ENCLOSURES	YES/ NO
1	Proof of Date of Birth -	
2	Educational Qualification Certificate, Consolidated Mark sheet and Certification Course Certificate	
3	Experience certificate	
4	Caste & Category Certificate: (SC / ST / OBC-NCL / EWS) – in prescribed proforma for appointment to Central Government Jobs.	
5	Discharge certificate for Ex-serviceman	
6	Disability certificate [for Persons with Benchmark Disability (PwBD).]	
7	Whether all above documents / certificates are self-attested	
8	Two copies of photographs (one pasted on application form) and one extra photograph (Name and Date of Birth should be written on backside of photograph)	
9	Copy of payment of fees made through SBI Collect (SC/ST/PwBD/Ex-SM/ Female candidates are exempted) [DD/ Cheque etc., NOT Permitted]	

DECLARATION

I, Shri/Smt/Kum._____ have read the instructions carefully before sending this application and meet the eligibility requirement as per vacancy notification. I hereby declare that all the statements made in this application are correct to the best of my knowledge and belief. I understand that any discrepancy found in the information will lead to cancellation of my candidature / debarment at any time.

Signature of the Candidate

Date :
Place :

Documents to be enclosed (which ever applicable)

- ❖ Valid document evidencing date of birth of the candidate (Secondary / Matriculation School Certificate/Birth Certificate).
- ❖ Educational Qualification Certificates – Mark sheets & Certificates of (SSLC(10th), HSC(12th), Degree etc.)
- ❖ Certification Course Certificate.
- ❖ Work experience –
 - (A) Joining – Relieving Letter from Company/Organization.
 - (B) Experience/Service Certificate/Salary statement/Bank statement issued by company/organization. (It should indicate date of joining and date of relieving from each organization where worked).
- ❖ Community Certificate in case of candidate belongs to reserved category.

TERMS AND CONDITIONS FOR ENGAGEMENT OF PROFESSIONALS ON FIXED TERM CONTRACT

A. Selection Process: Selection will be based on qualification and/or performance in the interview/interaction.

(i) SCREENING:

- Screening of Applications will be done by a Screening Committee constituted for that purpose.
- Candidates are required to fill in the Application Form (attached with the advertisement) complete in all respects.
- The complete Application Form has to be submitted to HVF for screening by the Screening Committee. Candidates will be shortlisted for Interview. The Company may adopt higher criteria in case of receipt of more number of applicants meeting eligibility criteria.

(ii) INTERVIEW:

- If required, Personal Interview/interaction will be conducted.
- The offer of engagement shall be issued to the suitable candidates in the order of merit and based on the number of vacancies and will be subject to verification of antecedents and caste certificate (in case of reserved category candidates) as per Govt. of India guidelines.
- **Following weightage criteria will be followed for personal interview.**

Criteria	Weightage
Aggregate Marks secured in Bachelor's/Master's degree etc. and Certification course	75%
Relevant Post Qualification experience: 1. 2.5 marks will be allocated for minimum experience stipulated for the post. 2. 1.25 marks will be allocated for every additional experience of 6 months subject to a maximum of 10 marks.	10%
Interview for shortlisted candidates	15%

Engagements will be recommended by a Selection Board constituted by the Chief General Manager/HVF.

(iii) Declaration of Result of Selection:

- Only those candidates shortlisted may be called for interview (physical/virtual).
- The names of candidates shortlisted for interviews will be notified on our website ([www. ddpdoo.gov.in](http://www.ddpdoo.gov.in) / www.avnl.co.in) and call letters will be sent to the e-mails.
- **Candidates are requested to print the call letter and comply with the instructions indicated therein.**
- **The results of the final selection, either on the basis of qualification and/or interview, will be uploaded on www.ddpdoo.gov.in / www.avnl.co.in**

B. Tenure:

The tenure of contract engagement on full time basis will be normally for a period specified in the advertisement against post, which is extendable depending on the performance (Performance will be evaluated every three months) and requirements.

C. Age Limit:

The Upper Age Limit for General category candidates has been mentioned against the post. AGE RELAXATION will be applicable as per relevant Government orders for various categories.

D. Qualification:

Qualification commensurate with the job description should be clearly specified in the Application. The candidates are advised to ensure that they meet the qualification and other criteria before filing the application.

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E. REMUNERATION :

- For Fixed Term Contract of professionals - consolidated monthly remuneration.
- If retired Govt. officials are engaged, their remuneration shall be fixed by deducting the amount of pension from his salary drawn at the time of retirement or the consolidated monthly payment, whichever is lower.
- Payment will be made after Tax deduction at source. TDS certificate shall be issued by the Company.

F. OTHER TERMS AND CONDITIONS:

- (i) The engagement is purely temporary and contractual and on Fixed Term Basis and it is not against any permanent vacancy. This engagement will not entitle any candidate to claim for regular/permanent employment in the Company. Accordingly, nothing within or relating to the Contract shall establish the relationship of employer and employee, or of principal and agent, between the Company and the contracted Professionals. They will not be entitled for any benefit/compensation/absorption/regularization/permanent employment in the Company except the fixed remuneration.
- (ii) The persons engaged on full time basis will not be allowed to take any other assignment during the period of contractual engagement.
- (iii) Total paid leave admissible shall not exceed 15 days in a year.
- (iv) DA, HRA or any other allowances shall not be admissible. No accommodation and Medical facilities will be admissible.
- (v) TA, DA while on official tour may be paid on case to case basis. In case of retired Govt. personnel, it may be as per his entitlement at the time of retirement. In other cases, it will be decided on case to case basis with the approval of Competent Authority.
- (vi) The persons engaged can be assigned additional responsibilities/tasks in addition to their specialization and assigned tasks.
- (vii) They will work on full time basis and on all working days as applicable or in operation in the Company. They may also be required to work beyond the normal working hours and on holidays too, in case of functional requirement.
- (viii) The engagement can be discontinued or terminated with one month notice or one month salary as the case may be decided by either side without assigning any reasons.**
- (ix) The incumbents are liable to be transferred / posted anywhere in India at the discretion of the Company.
- (x) Those working in Govt. / PSUs must submit NOC at the time of Interview and should submit proper relieving letter from present employer in the event of selection.
- (xi) The cut-off date for age and qualification will be the date of advertisement.**
- (xii) Date of issuance of final mark sheet shall be taken as the date of acquiring qualification.

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- (xiii) Relaxation of age for SC/ST/OBC-NCL/PwBD and Ex-Servicemen/J&K domicile category will be as per Govt. of India guidelines. **Reserved category candidates applying against unreserved post shall be treated as General category and no relaxation shall be given.** The reserved category candidates are required to submit the caste / category certificate in prescribed format of Government of India, issued by the competent authority. OBC candidates belonging to creamy layer category should apply as general category and against general vacancies only.
- (xiv) Only full time regular courses will be considered as qualification and all qualifications should be recognized by AICTE/UGC/appropriate Indian Statutory Authorities.
- (xv) Mere submission of Application does not guarantee the adequacy of candidature for being considered for further selection process. Mere fulfilling of eligibility criteria shall not confer any right to the applicant for being called for the interview/appointment. **Canvassing in any form will disqualify the candidate.**
- (xvi) Candidate will have to bring an original valid Photo ID (Aadhaar Card etc.) and the original documents for verification at the time of interview/ medical/ joining, if called for.
- (xvii) **HVF/AVNL** also reserves the right to cancel/amend the advertisement and/or the selection process there under. The number of positions filled may increase or decrease depending on the requirement of HVF/AVNL.
- (xviii) No TA/ DA shall be paid to any candidate for attending interview.
- (xix) Engagement of the selected candidate will be subject to medical fitness.
- (xx) Police verification report (**PVR**) is a pre-condition for engagement of the selected candidates. Candidates will have to obtain a formal Police verification report before joining.
- (xxi) **No correspondence will be entertained from the candidates not selected / interviewed.**
- (xxii) Candidates should ensure that they fulfill the eligibility criteria prescribed for the post they have applied. In case it is found at any stage of selection process or even after appointment that the candidate has furnished false or incorrect information or suppressed any relevant information / material facts or does not full fill the criteria, his / her candidature / services are liable for rejection / termination without notice.
- (xxiii) Any corrigendum/clarifications of the advertisement, if necessary, shall be uploaded on www.ddpdoo.gov.in/www.avnl.co.in and no separate press coverage are envisaged for this purpose.
- (xxiv) All disputes / cases related to this recruitment process are subject to jurisdiction of courts at Chennai only.
- (xxv) Management reserves the right to cancel / restrict /enlarge / modify / alter the recruitment / selection process, if need so arises, without issuing any further notice or assigning any reason thereafter.
- (xxvi) HVF/AVNL reserves the right to relax age / experience / qualification & other qualifying criteria in deserving cases.
- (xxvii) All information regarding this recruitment process would be made available in the website (**www.ddpdoo.gov.in /www.avnl.co.in**) only. Applicants are advised to check the website periodically for important updates.

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- (xxviii) **The candidates must have an active E-mail ID & Mobile number which must remain valid for at least next one year.** All future communications with the candidates will take place only through E-mail. Candidates have to ensure accuracy of their E-mail ID & Mobile number. No change in E-mail ID & Mobile number as declared in the application will be allowed. The Company shall not be responsible if the information/intimations do not reach candidates in case of change in the mobile number, email address, technical fault or otherwise, beyond the control of the Company. Candidates are advised to keep a close watch on the website(www.ddpdoo.gov.in / www.avnl.co.in) for latest updates.
- (xxix) Application fee (Non-refundable Rs.300/-) SC/ST/PwBD/Ex-SM/Female candidates are exempted from payment of application fees.
- (xxx) Payment of Processing Fee of Rs.300/- (Rupees Three Hundred only) to be paid **through SBI Collect [PSU - Armoured Vehicles Nigam Limited, Tamil Nadu – HVF Recruitment Fees]**
- (xxxi) Applications that are incomplete, not in prescribed format, not legible, without the required certificates and without requisite fee, shall be summarily rejected without assigning any reasons and no correspondence in this regard shall be entertained.
- (xxxii) For any queries regarding this recruitment please send E-mail to hvf@ord.gov.in or contact at 044-26843443 / 26843445 on all working days from 9.30 AM to 05.00 PM (Except Saturday & Sunday).
- (xxxiii) Clarifications/Decisions of the Company in respect of all matters pertaining to this recruitment would be final and binding on all candidates.
- (xxxiv) Any other terms and conditions of engagement can be determined and incorporated with the approval of the Competent Authority.

HVF's DECISION FINAL:

The decision of Chief General Manager, HVF in all matters relating to eligibility, acceptance or rejection of applications, penalty for false information, mode of selection, conduct of interviews, selection and posting of selected candidates will be final and binding on the candidates and no query/correspondence will be entertained in this regard.

Last date for receipt of application at HVF is 22/11/2025

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